327 The greatest increase of employment in
464 recent years has been in the metal industry, due to the war reparations which had to be delivered principally in the form of machines, ships, loco-
466 motives, etc. After World War II production and working capacity showed a serious decline and, to help matters, Factory Committees were established, consisting of representatives of the employer, the workers and the staff. A Factory Committee forms a kind of advisory body dealing with questions relating to the economy and output of the industry, labor conditions, the effective use of fuel and raw materials, and proper marketing of the products. It also strives to promote the professional skill of the laborers and serves as arbitrator in labor disputes.

-33 The gross value of the output by the various industrial groups in 1949 ranked as follows:

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	Male	Female	Percentage of group total	Rural	Urban
Agriculture	157,867	140,222	25.8	295,382	2,707
Industry	226,572	94,628	85.9	176,068	149,132
Transport	46,473	7,143	74.8	25,992	27,614
Commerce	18,913	38,503	52.0	15,512	41,904
Public services	26,031	25,225	44.6	16,921	34,335
Unspecified	65,322	39,492		75,842	28,932

464 A fairly large percentage--no exact numbers are available--of the working manpower consists of unskilled and seasonal labor. Skilled workers have been in great demand and have been able to command

464 excellent salaries, especially the carpenters and metal workers.

462 The number of women employed in industry has been steadily increasing. In 1910 it was 36.5 per cent, in 1940 43.1 per cent of all persons engaged in industry. During the war years the percentage of women workers rose over 50 per cent, to return afterwards to the pre-war level. In 1946 there were 87,682 woemn employed in industry, 37.0 per cent of the total number of 236,723.

466 464 It is prohibited to employ child labor (children under 15) in industry, and the adolescent workers (under 18) are specially protected. It is prohibited also to employ adolescents for dangerous machine work, handling heavy loads, or working in mines and quarries. They are not kept at work after 7:00 P.M., and their day may not begin before 7:00 A.M. 255-

466 843 begin before 7:00 A. M. Expectant mothers also are specially protected. Heavy work is prohibited to them, and an employer is not permitted to give notice to a woman because of pregnancy. Moreover, expectant mothers are allowed a twelve-week paid vacation, starting not later than a month before the expected date of delivery.

466 Workers usually retire at the age of seventy, unless disabled by sickness or accident. Experience during war years showed that women and old people form a reserve labor force which may be successfully used in case of need.

464 Unemployment. Finland has never been plagued by chronic unemployment. Collecting of data did not begin until the depression years, from 1929 on, and in February, 1932, the number

464 of registered unemployed was 91, 778, the highest ever noted in Finland, representing 2. 4 per cent of the population. The situation, however, improved rapidly, and in the late thirties unemployment was virtually unknown. After the last war the number of men declaring themselves as unemployed was not more than 12, 500, and in a year it had decreased to 2, 600. But in 1948 the situation took a sharp turn for the worse, and during the working season of 1952-53 unemployment reached its peak, with 46, 100 persons without work by the end of 1953. During the following year, however, the situation was brought under control, and by the end of 1954 unemployment had virtually disappeared.

465 Wages and benefits. Wages were low at the beginning of the century, but there has been a